



Love Learning, Love Life

GENDER PAY GAP REPORT

2023/2024





INTRODUCTION

Embark Federation is a cross-phase Multi Academy Trust, with 21 schools (primary and secondary) in Derbyshire providing education for c6.5k children and young people. Our shared vision is to have 'Stand out schools at the heart of their communities' so that our entire community, families, young people, and staff can love learning, love life. We achieve this through living our core beliefs of family, integrity, teamwork, and success in our every interaction.

At Embark Federation we are committed to creating and maintaining an inclusive learning and working environment where discrimination is not tolerated, where all pupils and colleagues within our family of schools can reach their full potential and can truly love learning, love life.

The gender pay gap is a significant challenge for us, and one we are fully embracing. Equally, we recognise that as a growing trust, each new school we on-board will inevitably impact our data. We see this as a positive challenge as all our schools move in the same inclusive direction.

We are at the start of our journey to challenge ourselves, our collective thinking and to make steps to close the gender pay gap. We recognise that this is a long-term commitment, and this report identifies the internal work we need to do to remove the barriers to pay equality.

In our 2022/23 report, submitted March 24, we committed to understanding our data better. Having made some progress in this area, one change will be our submission will be more timely year on year and that is the reason this report is being submitted only 5 months after the last. This gives us the opportunity to move the actions forward as we develop a detailed plan for strategic action that will have most impact.

I urge all colleagues to read this report which outlines the much-needed actions to reduce our gender pay gap but also so you too can help support to make a difference.

Matt Crawford
Trust Leader



WHAT IS THE GENDER PAY GAP

The gender pay gap measures the difference between the average hourly pay rate for men and the average hourly pay rate for women. Although related, it is distinct from equal pay. The Equal Pay Act of 1970 and the Equality Act 2010 legislated that women and men must receive equal pay if performing equal work in the same employment. Equal pay includes all benefits, bonuses or performance-related salary increases.

The gender pay gap is a longstanding phenomenon and its causes are complex; this applies regardless of sector. Social pressures and norms also influence gender roles and often shape the types of interests, occupations, and career paths which men and women follow, and therefore their level of pay.

Pay gaps can be a good indicator of inequalities in access to work, progression, and rewards.

GENDER PAY SPECIFICS

The gender pay report does not calculate if women and men in the same or similar roles are on equal pay. The gender pay report highlights gender percentage across an organisation and if gender percentage varies between pay quartiles.

There are seven calculations in a gender pay report to measure full-pay relevant employees:

- Gender percentage of women and men employed
- Gender percentage of women and men employed per pay quartile
- Mean (average) gender pay gap
- Median gender pay gap
- Gender percentage of women and men who received bonus pay
- Mean (average) gender bonus pay gap
- Median gender bonus pay gap

(GOV.UK, 2020)



HOW WE CALCULATE GENDER PAY GAP

Gender pay gap (GPG) is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men. For example, a 10% GPG denotes that women earn 10% less, on average, than men. Conversely, a -10% GPG denotes that women earn 10% more, on average, than men.

Mean is the measure of the average which is derived by summing the values for a given sample, and then dividing the sum by the number of observations (i.e. headcount) in the sample. In earnings distributions, the mean can be disproportionately influenced by a relatively small number of high-paying jobs.

Median is the value below which 50% of jobs fall. It is the Office for National Statistics (ONS) preferred measure of average earnings as it is less affected by a relatively small number of very high earners and the skewed distribution of earnings. It therefore gives a more accurate indication of typical pay than the mean.

HOW GENDER PAY GAP DIFFERS FROM EQUAL PAY

Equal pay means that women and men in the same position performing equal work must receive equal pay, this is a legal requirement under the Equality Act 2010. Gender pay reports calculate the difference in average pay for women and men, regardless of the nature of their work, across an organisation, this measure is known as a gender pay gap.

HOW WE DEFINE FEMALE AND MALE

To calculate the data in this report, we have used the terms 'Male' and 'Female' to represent their legal gender.



EMBARK DATA

Our pay structures



We use pay scales for all staff. Those for teaching staff are aligned with the minimum and maximum of each pay scale within the School Teachers' Pay and Conditions Document, updated annually. The pay scales for support staff are in line with the rates set by the National Joint Council for Local Government Services that then are endorsed or amended through the Derbyshire County Council partnership arrangements. Staff progress through the pay scales based on incremental progression eligibility, so earnings are determined irrespective of gender.

Our Results

In 2023/24 Embark employs a higher proportion of female staff 83% (91% in 22/23), and males therefore make up 17% (9% in 22/23) of our staff. This change reflects the onboarding of new secondary schools in the trust.

Across each quartile the representation of males and females is as follows with the 22/23 data in (brackets) to demonstrate movement:

Table 1: Embark Employees by gender

	Quartile 1 (lower)	Quartile 2 (lower middle)	Quartile 3 (upper middle)	Quartile 4 (upper)
Male (% males to all employees in each quartile)	10% (1%)	13.5% (8%)	14.5% (7%)	28% (21%)
Female (% females to all employees in each quartile)	90% (99%)	86.5% (92%)	85.5% (93%)	72% (79%)

EMBARK DATA

The following table sets out the gender pay gap across each quartile. There have been some significant shifts since the previous submission which are a result of:

1. A revised calculation of average hourly wage based on a 52-week year. For all employees, not as previously a 39-week year for teaching staff. The revised calculation formula produces an accurate hourly pay comparison.
2. More men working across Embark at all levels

Table 2: Pay gap differences by gender

Pay gap % difference male to female –	Difference in the mean hourly pay	Difference in the median hourly pay
Quartile 1	1.13% (0%)	1.63% (0%)
Quartile 2	-3.48% (-5%)	-4.46% (-8%)
Quartile 3	10.25% (9%)	18.58% (7%)
Quartile 4	10.60% (13%)	0.00% (0%)
Overall Pay gap % difference male to female	23.41% (39%)	25.85% (52%)

No bonus payments were made in Embark in 2023/2024 therefore no gender bonus gaps exist.

OUR COMMITMENT



We recognise that we have a significant challenge in closing the gender pay gap and commit to intentional action and decision making to do so. The following sets out our commitments, all of which are moving forward and a full update will be provided as part of the 24/25 submission.

01. Understanding Our Data

- Working on an Equality Diversity and Inclusion (EDI) dashboard to truly understand our representation in the context of the communities we serve for focused intervention

02. Strategy

- Developing key People Priorities that support and nurture our commitment to Diversity, Equity and Inclusion

03. Policy and Process

- Refining our Pay and Performance Policy
- A commitment to putting the gender pay gap at the heart of our decision making on pay
- Launching a trust wide induction and on-boarding process

04. Staff engagement

- Working with our employee engagement working groups to promote and address all areas of EDI
- Sharing our commitment with all staff and helping everyone understand our shared responsibility for equality
- Including staff in our policy and process development work on all aspects of People and Culture

05. Recruitment and Selection

- Embedding Inclusive recruitment principles with consistency of application across Embark to ensure fairness and equitable access to progression opportunities, for both men and women with full transparency
- Targeting under-represented groups in relation to recruitment activity by seeking out diversity of candidates at every level across the quartiles
- Improving diversity of the Trust Board by including underrepresented groups

06. Support Policies for our staff

- Ensuring visibility and ease of access to our policy and procedures to support people to stay in work e.g. Flexible working and Parental Leave policies
- Targeting interventions and monitoring uptake of coaching and support for all parents on parental leave or recently returned to work
- Updating and ensuring transparency of our flexible working process and decision making for all staff

07. Reporting, review and scrutiny

- Producing in-year reporting to actively monitor and track progress
- By Sept 25 reviewing and scrutinising the reports at relevant school and trust committees





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Declaration

We confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Date: 1 September 2024



MORE ABOUT US

If you would like to find out more about Embark Federation, please get in touch:



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